



WILLIAM T FUJIOKA
Chief Executive Officer

County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
<http://ceo.lacounty.gov>

December 15, 2009

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

**SUCCESSOR MEMORANDA OF UNDERSTANDING FOR FRINGE BENEFITS AND
INDIVIDUAL UNITS REPRESENTED BY SEIU LOCAL 721, COALITION OF COUNTY
UNIONS, AND INDEPENDENT UNIONS / RELATED FRINGE BENEFIT CHANGES
FOR NON-REPRESENTED EMPLOYEES
(ALL DISTRICTS) (3 VOTES)**

SUBJECT

To submit for approval the successor MOUs for Fringe Benefits which provide the revised 2010 and 2011 County contribution rates for employees represented by SEIU Local 721 and Coalition of County Unions (CCU). Also submitted for approval are the successor MOUs and amendments for Individual Units represented by SEIU Local 721, Coalition of County Unions (CCU), and Independent Unions which provide for contract extensions up to two years with no salary increases.

IT IS RECOMMENDED THAT YOUR BOARD:

1. Approve the accompanying successor Fringe Benefit Memoranda of Understanding (MOU) with the SEIU Local 721 and Coalition of County Unions (CCU) for a two-year term ending on September 30, 2011, and approve comparable adjustments for non-represented employees.
2. Approve the accompanying successor MOUs for a two-year term ending September 30, 2011, for the following SEIU Local 721 bargaining units:
 - Unit 105 – Student Workers
 - Unit 111 – Clerical and Office Services Employees
 - Unit 112 – Supervisory Clerical and Office Services Employees

Board of Supervisors
GLORIA MOLINA
First District

MARK RIDLEY-THOMAS
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

- Unit 121 – Administrative, Technical and Staff Services
- Unit 122 – Supervisory Administrative, Technical and Staff Services
- Unit 201 – Custodians
- Unit 211 – Institutional Support Services Employees
- Unit 221 – Paramedical Technical Employees
- Unit 222 – Supervisory Paramedical-Health
- Unit 311 – Registered Nurses
- Unit 312 – Supervising Registered Nurses
- Unit 341 – Health Science Professional Employees
- Unit 342 – Supervisory Health Science Professional Employees
- Unit 431 – Artisan and Blue Collar Employees
- Unit 432 – Supervisory Artisan and Blue Collar Employees
- Unit 702 – Supervising Deputy Probation Officers
- Unit 711 – Social Workers
- Unit 722 – Medical Social Workers
- Unit 723 – Children’s Social Workers
- Unit 729 – Health Financial Support Services
- Unit 731 – Social Services Investigators
- Unit 732 – Supervisory Social Services Investigators
- Unit 777 – Supervising Social Workers
- Unit 811 – Librarians

3. Approve the accompanying successor MOUs for a two-year term ending September 30, 2011, for the following bargaining units represented by the CCU:

- Unit 131 – Appraisers Non-Supervisory
- Unit 132 – Supervisory Appraisers
- Unit 323 – Interns and Residents
- Unit 401 – Plant Operating Engineers
- Unit 411 – Building Trades & Skilled Craftsmen
- Unit 412 – Supervisory Building & Construction Trades and Operating Engineers
- Unit 421 – Automotive & Equipment Maintenance & Repair
- Unit 501 – Professional Engineers
- Unit 502 – Supervising Professional Engineers
- Unit 511 – Engineering Technicians
- Unit 512 – Supervising Engineering Technicians
- Unit 721 – Psychiatric Social Workers
- Unit 724 – Supervisory Professional Social Workers
- Unit 821 – Agricultural Inspectors

4. Approve the accompanying successor MOUs for a two-year term ending September 30, 2011, for the following bargaining units represented by the Independent Employee Associations:
 - Unit 301 – Pharmacists
 - Unit 324 – Physicians
 - Unit 325 – Mental Health Psychiatrists/Dental Professionals
 - Unit 331 – Health Investigative and Support Services
 - Unit 613 – Public Defender Investigators
 - Unit 614 – Criminalists
 - Unit 621 – Custody Assistants/Corrections Officers
 - Unit 631 – County Police
 - Unit 632 – Supervisory County Police Officers
5. Approve the accompanying MOU amendments with contract extensions up to two years for the following bargaining units:
 - Unit 601 – Fire Fighters
 - Unit 602 – Supervisory Fire Fighters
 - Unit 603 – Fire Specialists
 - Unit 604 – Supervising Fire Specialists
 - Unit 611 – Peace Officers
 - Unit 612 – Supervisory Peace Officers
 - Unit 641 – Beach Lifeguards
 - Unit 642 – Supervising Beach Lifeguards
 - Unit 701 – Deputy Probations Officers
6. Adopt the accompanying ordinance amending Title 5 and Title 6 of the Los Angeles County Code to implement the changes recommended herein.
7. Instruct the Auditor-Controller to make payroll system changes necessary to implement the recommendations contained herein.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Fringe Benefit Agreement

We have concluded negotiations and are submitting for your approval a successor 2009-2011 Fringe Benefit MOU with SEIU Local 721 and the CCU for a two-year term

ending September 30, 2011. This agreement provides for an increase of 8.0% in 2010 and 7.2% in 2011 in the County's contribution towards cafeteria plan benefits under the "Options" and "Choices" plans. This increase helps defray the added costs of medical insurance for represented employees for plan years 2010 and 2011. The revised County contribution rates are shown in Attachment A.

Considering the fringe benefit agreement provides for an increase in cafeteria plan contributions for represented employees, it would be appropriate to extend comparable adjustments to non-represented employees. We are recommending that this be accomplished by adjusting the amount paid by non-represented employees for medical coverage as detailed in Attachment B.

Successor MOUs/MOU Amendments - SEIU Local 721, CCU, and Independent Bargaining Units

We have reached an agreement with most of the bargaining units represented by SEIU Local 721, CCU, and Independent Unions and are requesting your approval of the successor MOUs which provide for a two-year term ending September 30, 2011, with no salary increases during the contract term.

Also recommended for your approval are nine MOU amendments comprised of Sheriff, Fire, Lifeguard, and Probation units. The amendments provide for a one-year contract extension, except for Fire Support units which have a two-year extension, and no salary increases during the extended term.

Current contract provisions pertaining to uniform allowance and Wellness/Fitness for Life program are also extended consistent with the term of the successor MOU or amendment.

Implementation of Strategic Plan Goals

The actions recommended in this letter promote workforce excellence by resolving workplace issues while maintaining fiscal integrity and financial responsibility.

FISCAL IMPACT

The provisions of the successor agreement are within the parameters established by your Board.

Honorable Board of Supervisors
December 15, 2009
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IMPACT ON CURRENT SERVICES

None.

CONCLUSION

The MOUs and ordinance have been approved as to form by the County Counsel.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'WTF', followed by a stylized flourish.

WILLIAM T FUJIOKA
Chief Executive Officer

WTF:EFS
WGL:NV:df

Attachments (2)

c: Acting County Counsel
 Auditor-Controller

BL – FB and Successor MOUs for 2010

FRINGE BENEFIT CHANGES RESULTING FROM BARGAINING

1. The County monthly contributions to Options and Choices cafeteria benefits plans will be adjusted by approximately 8.0% in plan year 2010 and 7.2% in 2011 as follows:

OPTIONS PLAN	<u>2010</u>	<u>2011</u>
Medical Waiver	\$ 228.00	\$ 228.00
Employee only	\$ 573.56	\$ 614.86
Employee + 1 dependent	\$1,046.49	\$1,121.84
Employee + 2 or more dependents	\$1,236.23	\$1,325.24

CHOICES PLAN

Medical Waiver	\$ 244.00	\$ 244.00
Employee only	\$ 573.56	\$ 614.86
Employee + 1 dependent	\$1,046.49	\$1,121.84
Employee + 2 or more dependents	\$1,236.23	\$1,325.24

2. The County monthly health insurance contributions for eligible temporary and recurrent represented employees will be as follows:

	<u>2010</u>	<u>2011</u>
Employee only	\$ 481.56	\$ 516.23
Employee + 1 dependent	\$ 855.31	\$ 916.89
Employee + 2 or more dependents	\$ 981.80	\$1,052.49

Attachment B

2010 MEDICAL RATES – NON-REPRESENTED EMPLOYEES *

<u>MEGAFLEX/FLEX</u>	<u>Proposed Monthly Rate **</u>
<u>Kaiser Permanente HMO</u>	
Employee only	\$ 255.00
Employee + Child(ren)	\$ 498.00
Employee + Spouse	\$ 523.00
Employee + Family	\$ 592.00
<u>Anthem Blue Cross – California Care HMO</u>	
Employee only	\$ 255.00
Employee + Child(ren)	\$ 498.00
Employee + Spouse	\$ 523.00
Employee + Family	\$ 592.00
<u>Anthem Blue Cross – PLUS PPO</u>	
Employee only	\$ 385.00
Employee + Child(ren)	\$ 773.00
Employee + Spouse	\$ 791.00
Employee + Family	\$ 882.00
<u>Anthem Blue Cross – Prudent Buyer PPO</u>	
Employee only	\$ 491.00
Employee + Child(ren)	\$ 902.00
Employee + Spouse	\$ 937.00
Employee + Family	\$1,085.00
<u>Anthem Blue Cross – Catastrophic</u>	
Employee only	\$ 197.00
Employee + Child(ren)	\$ 395.00
Employee + Spouse	\$ 402.00
Employee + Family	\$ 464.00

* Proposed rates for 2011 will be submitted to your Board later in 2010 following completion of 2011 premium rate adjustments with the County's various medical plan insurers.

** Reflects proposed 2010 monthly rates to be paid by eligible employees commencing with pay warrants issued on January 15, 2010.

ADDITIONAL RECOMMENDATIONS

- Extend the same uniform allowance provisions applicable to represented County Sheriff, Fire, Police, Lifeguard, and Probation personnel to corresponding non-represented management staff in the same departments. The changes are detailed in the accompanying ordinance.
- Extend the “Fitness for Life” bonus and program requirements applicable to represented safety Fire and Lifeguard personnel to non-represented safety management staff in the Fire Department and the Department of Parks and Recreation. The changes are detailed in the accompanying ordinance.
- Revise Section 5.36.029, as detailed in the accompanying ordinance, to clarify the application of County paid medical plan subsidies to designated represented and non-represented part-time employees who work half-time or more. This is a technical clarification only. It represents no change in current practice.

ANALYSIS

This ordinance amends Title 5 - Personnel, and Title 6 – Salaries of the Los Angeles County Code by:

- Amending portions of Sections 5.33.040 and 5.37.040 relating to cafeteria plan contributions for represented employees; and
- Amending portions of Sections 5.36.025 and 5.29.029 relating to County health insurance contributions and coverage for specified non-student part-time employees.
- Amending Section 5.36.080 relating to County dental insurance contributions for certain represented employees.
- Amending Sections 5.72.053, 5.72.060, 5.72.080, 5.72.200, and 5.72.300 relating to the Uniform Allowance for designated non-represented employees, and
- Amending Sections 6.76.020 and 6.94.020 to extend the effective date of the Fitness for Life Pay provisions for designated non-represented employees in the Fire Department and Parks and Recreation Department.

ROBERT E. KALUNIAN
Acting County Counsel

By _____
HALVOR S. MELOM
Principal Deputy County Counsel
Labor & Employment Division

HSM:asv

Requested: November 9, 2009
Revised: December 1, 2009

ORDINANCE NO. _____

An ordinance amending Title 5 - Personnel and Title 6 – Salaries of the Los Angeles County Code, relating to Fringe Benefits:

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Section 5.33.040 is hereby amended to read as follows:

5.33.040 Contributions.

A. Nonelective Contributions.

1. Except as otherwise provided herein, for each month of the ~~2007~~ 2010 Plan Year (commencing with County pay warrants issued on or about January 15, ~~2007-2010~~), the County shall contribute to the Plan on behalf of each Participant an amount equal to \$244.00, unless (1) said Participant is entitled to One Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$438.90 \$573.56, unless or (a) (2) said Participant is entitled to Two Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$800.80~~ \$1,046.49; or ~~(b) (3) said Participant is entitled to Three Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$946.00 \$1,236.23.~~

2. Except as otherwise provided herein, for each month of the ~~2008~~ 2011 plan Year (commencing with County pay warrants issued on or about January 15, ~~2008-2011~~), the County shall contribute to the Plan on behalf of each Participant an amount equal to \$244.00, unless (1) said Participant is entitled to One Party Medical

Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$482.79~~ \$614.86, unless or (a) (2) said Participant is entitled to Two Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$880.88~~ \$1,121.84; or (b) (3) said Participant is entitled to Three Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$1,040.60~~ \$1,325.24.

~~3. Except as otherwise provided herein, for each month of the 2009 Plan Year (commencing with County pay warrants issued on or about January 15, 2009), the County shall contribute to the Plan on behalf of each Participant an amount equal to ~~\$531.07~~ unless (a) said Participant is entitled to Two Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$968.97~~ or (b) said Participant is entitled to Three Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$1,144.66~~.~~

.4.3. No Nonelective Contribution shall be contributed for any Participant if he has not been in a pay status for at least eight hours during the prior month. Nonelective Contributions shall be reflected in County payroll warrants issued on or about the fifteenth day of the month following the month in which the requisite pay status was completed.

...

SECTION 2. Section 5.36.025 is hereby amended to read as follows:

5.36.025 Contribution to health insurance coverage for specified employees.

...

Maximum Monthly County Contribution – Represented Employees

Coverage	<u>Effective</u> <u>1-1-07 10</u>	<u>Effective</u> <u>1-1-08 11</u>	<u>1-1-09</u>
Employee	\$368.50 <u>\$481.56</u>	\$405.35 <u>\$516.23</u>	\$445.89
Employee plus one dependent	654.50 <u>\$855.31</u>	719.95 <u>\$916.89</u>	791.95
Employee plus two or more dependents	751.30 <u>\$981.80</u>	826.43 <u>\$1,052.49</u>	909.07

Maximum Monthly County Contribution – Non- Represented Employees

<u>Coverage</u>	<u>Effective</u> <u>1-1-10</u>
<u>Employee</u>	<u>\$445.89</u>
<u>Employee plus one dependent</u>	<u>\$791.95</u>
<u>Employee plus spouse</u>	<u>\$791.95</u>
<u>Employee plus two or more dependents</u>	<u>\$909.07</u>

...

SECTION 3. Section 5.36.029 is hereby amended to read as follows:

5.36.029 Contribution to health insurance for non-student part-time employees.

...

B. The provisions of this section shall apply to each daily as-needed, daily recurrent, hourly as-needed, hourly recurrent, monthly permanent 1/2 time, monthly permanent 3/5 time, monthly permanent 5/8 time, monthly permanent 2/3 time, monthly permanent 3/4 time and monthly permanent 4/5 permanent time (designated as C, E, F, H, U, V, W, X, Y and Z, respectively, in Section 6.28.020 of this Code) who:

1. Has been in a pay-status for an average of 20 hours a week for the three consecutive months prior to enrollment in the County sponsored health plan. For purposes of this section, an employee will be deemed to have worked an average of 20 hours per week if, in the aggregate, he has been compensated the following number of hours over any three (3) consecutive months period:

...

b. 360 hours if employed on a monthly temporary or monthly recurrent basis or on a 1/2 time, 3/5 time, 5/8 time, 2/3 time, 3/4 time or 4/5 time monthly permanent basis;

...

SECTION 4. Section 5.36.080 is hereby amended to read as follows:

5.36.080 Contributions to indemnity dental insurance coverage.

...

TABLE A

Monthly Employer Contribution Rates Applicable to Participants in the Local 721

Options Cafeteria Program-Benefit Plan Established Under Chapter 5.37

Coverage	Effective 1-1-07 <u>10</u>	Effective 1-1-08 <u>11</u>	Effective 1-1-09
Employee only	\$20.59	\$20.59	\$20.59
Employee plus one dependent	36.02	36.02	36.02
Employee plus two or more dependents	56.58	56.58	56.58

TABLE B

Monthly Employer Contribution Rates Applicable to Participants in the Choices

Cafeteria Benefit Plan Established Under Chapter 5.33

Coverage	Effective 1-1-07 <u>10</u>	Effective 1-1-08 <u>11</u>	Effective 1-1-09
Employee only	\$20.59	\$20.59	\$20.59
Employee plus one dependent	36.02	36.02	36.02
Employee plus two or more dependents	56.58	56.58	56.58

TABLE C

**Monthly Employer Contribution Rates Applicable to Participants in the
Pensionable or Nonpensionable Flexible Benefit Plans Established Under
Chapters 5.27 and 5.28, Respectively**

Coverage	Effective 1-1-07 <u>10</u>	Effective 1-1-08 <u>11</u>	Effective 1-1-09
Employee only	\$21.11	\$21.11	\$21.11
Employee plus child(ren)	47.84	47.84	47.84
Employee plus adult dependent	40.53	40.53	40.53
Employee plus adult dependent and child(ren)	61.32	61.32	61.32

...

SECTION 5. Section 5.37.040 is hereby amended to read as follows:

5.37.040 Contributions.

A. Nonelective Contributions.

1. Except as otherwise provided herein, for each month of the ~~2007~~ 2010 Plan Year (commencing with County pay warrants issued on or about January 15, ~~2007~~ 2010), the County shall contribute to the Plan on behalf of each Participant an amount equal to \$228.00, unless (1) said Participant is entitled to One Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$438.90~~ \$573.00; or (2) said Participant is entitled to Two-Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$800.80~~ \$1,046.49; or (3) said Participant is entitled to Three-Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$946.00~~ \$1,236.23.

2. Except as otherwise provided herein, for each month of the ~~2008~~ 2011 Plan Year (commencing with County pay warrants issued on or about January 15, ~~2008~~ 2011), the County shall contribute to the Plan on behalf of each Participant an amount equal to \$228.00, unless (1) said Participant is entitled to One Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$482.79~~ \$614.86; or (2) said Participant is entitled to Two-Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$880.88~~ \$1,121.84; or (3) said Participant is entitled to Three-Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$1,040.60~~ \$1,325.24.

~~3. Except as otherwise provided herein, for each month of the 2009 Plan Year (commencing with County pay warrants issued on or about January 15, 2009), the County shall contribute to the Plan on behalf of each Participant an amount equal to \$228.00, unless (1) said Participant is entitled to One Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$531.07; (2) said Participant is entitled to Two-Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$968.97; or (3) said Participant is entitled to Three-Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$1,144.66.~~

4.3. No Nonelective Contribution shall be contributed for any Participant if he has not been in a pay status for at least eight hours during the prior month. Nonelective Contributions shall be reflected in County payroll warrants issued on or

about the fifteenth day of the month following the month in which the requisite pay status was completed.

...

SECTION 6. Section 5.72.053 is hereby amended to read as follows:

5.72.053 Uniform allowance--Peace officers.

A. Any person employed in a position of Captain (Item No. 2721), Captain, DA (Item No. 2896), Commander (Item No. 2723), Commander, DA (Item No. 2898), Detective (UC) (Item No. 9977), Detective (UC) (Item No. 9978), or Detective (UC) (Item No. 9980) shall be entitled to annual lump-sum payments as follows:

...

6. \$1,000.00 payable between December 1, 2008 and December 15, 2008 provided such person was employed in said position on November 1, 2008.

7. \$1,000.00 payable between December 1, 2009 and December 15, 2009 provided such person was employed in said position on November 1, 2009.

8. \$1,000.00 payable between December 1, 2010 and December 15, 2010 provided such person was employed in said position on November 1, 2010.

...

C. Any person employed in a position of Division Chief, Sheriff (UC) (Item No. 9968), Assistant Sheriff (UC) (Item 9969), Undersheriff (UC) (Item No. 9970), or Detective (UC) (Item No. 9979), shall be entitled to annual lump-sum payments as follows:

...

5. \$500.00 payable between December 1, 2008 and December 15, 2008 provided such person was employed in said position November 1, 2008.

6. \$500.00 payable between December 1, 2009 and December 15, 2009 provided such person was employed in said position November 1, 2009.

7. \$500.00 payable between December 1, 2010 and December 15, 2010 provided such person was employed in said position November 1, 2010.

Section 7. Section 5.72.060 is hereby amended to read as follows:

5.72.060 Uniforms--Forester and fire warden employees.

A. In addition to all other compensation provided for in this Code, any person employed in a position set forth in Subsection 5 below shall be entitled to the following:

...

5. \$1,000.00 payable between December 1, 2008 and December 15, 2008 provided such person was employed in said position on November 1, 2008;

6. \$1,000.00 payable between December 1, 2009 and December 15, 2009 provided such person was employed in said position on November 1, 2009;

7. \$1,000.00 payable between December 1, 2010 and December 15, 2010 provided such person was employed in said position on November 1, 2010;

5 8. The provisions of this Subsection A shall apply to any person employed in one of the following classes provided such person' s performance is "Competent" or better or, in the case of persons paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 of this Code, "Met Expectations" or better:

...

B. In addition to all other compensation provided for in this Code, any safety

fire fighting employee employed in a position set forth in Subsection 5 below shall be entitled to the following:

...

5. \$500.00 payable between December 1, 2008 and December 15, 2008 provided such person was employed in said position on November 1, 2008;

6. \$500.00 payable between December 1, 2009 and December 15, 2009 provided such person was employed in said position on November 1, 2009;

7. \$500.00 payable between December 1, 2010 and December 15, 2010 provided such person was employed in said position on November 1, 2010;

5 8 The provisions of this Subsection B shall apply to any person employed in one of the following classes provided such person' s performance is "Competent" or better or, in the case of persons paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 of this Code, "Met Expectations" or better:

...

SECTION 8. Section 5.72.080 is hereby amended to read as follows:

5.72.080 Uniform--Lifeguards.

...

B. Department of parks and recreation. In addition to all other compensation provided for in this Code, any person employed in the position of Lake Aquatics Manager (Item No. 2959) or in the position of Chief Lake Lifeguard (Item No. 2960) shall be entitled to the following:

...

5. \$1,000 payable between December 1, 2009, and December 15,

2009, provided such person was employed in one of said positions on November 1, 2009;

6. \$1,000 payable between December 1, 2010, and December 15, 2010, provided such person was employed in one of said positions on November 1, 2010;

~~5~~ 7. The provisions of this Subsection B shall only apply if such person's performance is "Competent" or better.

Section 9. Section 5.72.200 is hereby amended to read as follows:

5.72.200 Uniform allowance--County police.

Any person employed in a position of Chief, Office of Public Safety (UC) (Item No. 2853), and Bureau Chief, Los Angeles County Police (Item No. 2838), shall be entitled to annual lump-sum payments as follows:

...

5. \$1,000.00 payable between December 1, 2009, and December 15, 2009, provided such person was employed in said position on November 1, 2009.

6. \$1,000.00 payable between December 1, 2010, and December 15, 2010, provided such person was employed in said position on November 1, 2010.

SECTION 10. Section 5.72.300 is hereby amended to read as follows:

5.72.300 Clothing allowance--Probation Officers:

Persons employed as Assistant Head Transportation Deputy, Probation (Item No. 8629) or Head Transportation Deputy, Probation (Item No. 8630), whose performance is "Competent" or better, shall be entitled to the following:

...

3. \$500.00 payable between December 1, 2009 and December 15, 2009 provided such person was employed in said position on November 1, 2009;

4. \$500.00 payable between December 1, 2010 and December 15, 2010 provided such person was employed in said position on November 1, 2010;

SECTION 11. Section 6.76.020 is hereby amended to read as follows:

6.76.020 Additional information.

...

S. Fitness for Life Pay.

...

5. The Fitness for Life Pay provisions shall remain in effect through December 31, ~~2008~~ 2010. The rate or rates established by this provision do not constitute a base rate.

...

SECTION 12. Section 6.94.020 is hereby amended to read as follows:

6.94.020 Additional information.

...

G. Fitness for Life Pay.

...

3. The Fitness for Life Pay provisions shall remain in effect through December 31, ~~2008~~2010. The rate or rates established by this provision do not constitute a base rate.

SECTION 13. Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately. If this ordinance becomes effective after December 1, 2009, the provisions of Sections 1, 2, 4, and 5 shall be construed and applied as if they were effective and operative on and after December 1, 2009.

[527435LSCC]